

JOB OPENINGS AND LABOR TURNOVER FOR NOVEMBER 2002 AVAILABLE

Technical information: (202) 691-5870
<http://www.bls.gov/jlt/>

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Data on job openings and labor turnover were released today by the Bureau of Labor Statistics of the U.S. Department of Labor. The data can be accessed on the JOLTS website at www.bls.gov/jlt/. These series include estimates of the number and rate of job openings (see tables 1 and 2), hires (see tables 3 and 4), and separations (see tables 5 through 12) for the nation, by industry and geographic region. Job openings are a measure of unmet labor demand and can be compared with unemployment, which measures unused labor supply.

Job openings refer to the number on the last business day of the month, and the number of hires and separations are for the entire month. The sample of 16,000 business establishments covers both the private sector and government. Estimates from the Job Openings and Labor Turnover Survey (JOLTS) are not seasonally adjusted, and experience suggests that there is a seasonal pattern to job openings, hires, and separations. Thus, comparisons of JOLTS estimates should be based on the same month in different years (for example, November 2002 to November 2001); comparisons between consecutive months should not be used as an indicator of trend.

The estimates from the JOLTS program are considered developmental and caution should be exercised in drawing conclusions from them. The sample of establishments selected for the survey was not fully initiated until January 2002, and therefore JOLTS estimates for January 2002 forward are based on more survey responses. In March 2002, BLS procedures for collecting hires and separations data were revised to address possible underreporting. As a result, JOLTS hires and separations estimates for months prior to March 2002 may not be comparable with estimates for March 2002 and later. See the Technical Note for additional information.

BLS plans to update the job openings, hires, and separations series from the JOLTS program on its website each month. Estimates for December 2002 are scheduled for release February 27, 2003. Please refer to the BLS website (www.bls.gov) for updates of the JOLTS series.

For additional information, please see the Technical Note or the JOLTS website at www.bls.gov/jlt/. Additional information about JOLTS also may be obtained by emailing Joltsinfo@bls.gov or by calling (202) 691-5870.

Technical Note

The statistics for the Job Openings and Labor Turnover Survey (JOLTS) are compiled by the U.S. Bureau of Labor Statistics from data collected monthly from a sample of business establishments.

Collection

Each month, data are collected in a survey of business establishments for total employment, job openings, hires, quits, layoffs and discharges, and other separations. Data collection methods include computer-assisted telephone interviewing, touchtone data entry, fax, and mail.

Coverage

The JOLTS sample includes randomly selected nonfarm establishments such as factories, offices, and stores, as well as federal, state, and local government entities in the 50 states and the District of Columbia.

Concepts

Industry classification. The industry classifications in this release are in accordance with the 1987 Standard Industrial Classification (SIC) Manual. In order to ensure the highest possible quality of data, State Employment Security Agencies verify with employers and update, if necessary, the industry code, location, and ownership classification of all establishments on a 3-year cycle. Changes in establishment classification codes resulting from the verification process are always introduced with the data reported for the first month of the year.

Employment. Employment includes persons on the payroll who worked or received pay for the pay period that includes the 12th day of the reference month. Full-time, part-time, permanent, temporary, short-term, salaried, and hourly employees are included, as are employees on paid vacations or other paid leave. Persons on leave without pay or on strike for the entire pay period, or who are proprietors or partners of unincorporated businesses or unpaid family workers, are not counted as employed.

Job openings. Establishments submit job openings information for the last business day of the reference month. A job opening requires that 1) a specific position exists, 2) work could start within 30 days, and 3) the employer is actively recruiting from outside of the establishment to fill the position. Included are full-time, part-time, permanent, temporary, and short-term openings. Active recruiting means that the establishment is engaged in current efforts to fill the job opening, such as advertising in newspapers or on the Internet, posting help-wanted signs, accepting applications, or using other similar methods.

Excluded are jobs to be filled only by internal transfers, promotions, demotions, or recall from layoffs. Also excluded are jobs with start dates more than 30 days in the future and jobs for which employees have been hired but have not yet reported for work. The job openings rate is computed by dividing the number of job openings by the sum of employment and job openings and multiplying that quotient by 100.

Hires. A hire is reported if it occurred any time during the reference month. Hires are the total number of additions to the payroll during the

month, including both new and rehired employees, on-call or intermittent employees who returned to work after having been formally separated, transfers from other locations, and employees recalled to the location after a layoff lasting more than 7 days. The hires rate is computed by dividing the number of hires by employment and multiplying that quotient by 100.

Separations. Separations are terminations of employment occurring any time during the reference month and are reported by type of separation--quits, layoffs and discharges, and other separations. Quits are voluntary separations. Layoffs and discharges are involuntary separations initiated by the employer and include layoffs with no intent to rehire or formal layoffs lasting or expected to last more than 7 days, discharges for cause, and terminations of seasonal employees. Other separations include retirements, transfers to other locations, deaths, and separations due to disability. Separations do not include transfers within the location or employees on strike.

The separations rate is computed by dividing the number of separations by employment and multiplying that quotient by 100. The quits, layoffs and discharges, and other separations rates are computed using a similar method.

Sample methodology

The 16,000 establishments in JOLTS are drawn from a universe of approximately eight million establishments compiled as part of the operations of the Covered Employment and Wages, or ES-202, program. This program includes all employers subject to state Unemployment Insurance (UI) laws and federal agencies subject to Unemployment Compensation for Federal Employees (UCFE).

The sample design is based on a probability sample of firms, and BLS conducts sample validation procedures to ensure the suitability of the establishments selected.

The sampling frame is stratified by ownership, census region, major industry division, and size class. Large firms fall into the sample with virtual certainty. The sample is rotated so that most establishments participate in the survey for 18 consecutive months. JOLTS total employment estimates are controlled to the employment estimates of the Current Employment Statistics (CES) survey. A ratio of CES to JOLTS employment is used to adjust the levels for all other JOLTS data elements. Rates are then computed from the adjusted levels.

Using developmental data

The JOLTS data series on job openings, hires, and separations are considered developmental. The full sample is divided into 18 panels, with one panel enrolled each month. All 18 panels were not completely enrolled in the survey until early 2002. The data collected up until that point are from less than the full sample. Therefore, estimates from earlier months should be used with caution, as fewer sampled units were reporting data at that time.

In March 2002, BLS procedures for collecting hires and separations data were revised to address possible underreporting. As a result, JOLTS hires and separations estimates for months prior to March 2002 may not be comparable with estimates for March 2002 and later.

The estimates are not seasonally adjusted, and month-to-month changes in the estimates are subject to strong seasonal variation.

Reliability of the estimates

JOLTS estimates are subject to both sampling and nonsampling error. When a sample rather than the entire population is surveyed, there is a chance that the sample estimates may differ from the "true" population values they represent. The exact difference, or sampling error, varies depending on the particular sample selected, and this variability is measured by the standard error of the estimate. There is a 90-percent chance, or level of confidence, that an estimate based on a sample will differ by no more than 1.6 standard errors from the "true" population value because of sampling error. BLS analyses are generally conducted at the 90-percent level of confidence. Estimates of sampling errors are available upon request.

In general, estimates involving many establishments have lower standard errors (relative to the size of the estimate) than estimates that are based on observations from fewer establishments. The precision of estimates also is improved when the data are cumulated over time such as for quarterly and annual averages.

The JOLTS estimates also are affected by nonsampling error. Nonsampling errors can occur for many reasons, including the failure to include a segment of the population, the inability to obtain data from all units in the sample, the inability or unwillingness of respondents to provide data on a timely basis, mistakes made by respondents, and errors made in the collection or processing of the data.

JOLTS hires and separations estimates cannot be used to exactly explain net changes in payroll employment. Research has found that some reporters systematically underreport separations relative to hires due to a number of factors, including the nature of their payroll systems and practices. The shortfall appears to be about 2 percent or less over a 12-month period. Other reasons why it is problematic to compare changes in payroll employment with JOLTS hires and separations, especially over short-term periods, are: 1) the reference period for payroll employment is the pay period including the 12th of the month, while the reference period for hires and separations is the calendar month; and 2) payroll employment can vary from month to month simply because part-time and on-call workers may not always work during the pay period including the 12th of the month.

To improve the employment estimates, JOLTS employment estimates are controlled to the Current Employment Statistics employment estimates. The samplebased estimates from the CES program are adjusted once a year (on a lagged basis) to universe counts of payroll employment obtained from administrative records of the unemployment insurance program. The difference between the March sample-based employment estimates and the March universe counts is known as a benchmark revision and serves as a rough proxy for total CES survey error. Over the past decade, the benchmark revision for total nonfarm employment has averaged 0.3 percent, ranging from zero to 0.7 percent. This annual benchmark revision will affect the JOLTS program once a year through the employment adjustment process.

Other information

Information in this release will be made available to sensory impaired individuals upon request. Voice phone: 202-691-5200; TDD message referral phone: 1-800-877-8339.

Table 1. Job openings rates¹ by industry and census region
(Percent)

Industry and census region	Nov. 2001	Dec. 2001	Jan. 2002	Feb. 2002	Mar. 2002	Apr. 2002	May 2002	June 2002	July 2002	Aug. 2002	Sept. 2002	Oct. 2002	Nov. 2002
Total	2.2	2.1	2.2	2.3	2.4	2.4	2.6	2.4	2.6	2.6	2.5	2.4	2.1
INDUSTRY													
Total private.....	2.2	2.1	2.3	2.4	2.5	2.5	2.6	2.4	2.6	2.6	2.6	2.5	2.1
Mining.....	.8	1.5	1.4	1.2	.6	.9	.8	.6	.9	1.3	.9	.6	.6
Construction.....	1.3	1.0	1.3	1.3	1.7	1.7	1.9	1.9	1.5	1.6	1.5	1.6	.8
Manufacturing.....	1.1	1.0	1.2	1.3	1.4	1.5	1.6	1.6	1.6	1.7	1.5	1.3	1.2
Durable goods.....	.9	.9	1.1	1.3	1.3	1.4	1.6	1.6	1.6	1.7	1.3	1.2	1.1
Nondurable goods.....	1.3	1.1	1.4	1.4	1.4	1.6	1.8	1.6	1.6	1.7	1.8	1.4	1.2
Transportation and public utilities.....	1.9	1.4	1.7	1.6	1.7	2.0	1.9	1.4	1.8	2.0	1.7	1.6	1.6
Wholesale trade.....	1.2	1.0	1.6	1.6	2.0	1.7	1.7	2.1	1.9	1.7	1.6	1.2	1.3
Retail trade.....	2.4	2.0	1.9	2.1	2.4	2.3	2.4	2.3	2.8	2.7	2.7	3.0	2.2
Finance, insurance, and real estate..	2.2	2.4	2.3	2.4	2.6	2.5	2.4	2.4	2.2	2.4	2.1	2.1	2.2
Services.....	3.1	3.1	3.2	3.3	3.3	3.4	3.5	3.1	3.4	3.5	3.4	3.2	2.9
Government.....	2.1	1.9	2.0	2.0	2.0	2.2	2.4	2.3	2.4	2.4	2.2	2.0	1.9
Federal.....	2.0	1.7	1.4	2.0	2.2	2.0	2.4	1.8	2.0	2.1	1.9	1.6	1.9
State and local.....	2.2	2.0	2.1	2.0	2.0	2.2	2.4	2.4	2.5	2.5	2.3	2.1	1.9
CENSUS REGION													
Northeast.....	2.1	2.1	1.9	1.9	2.1	2.1	2.3	2.2	2.3	2.5	2.4	2.4	2.1
South.....	2.3	2.2	2.5	2.6	2.5	2.6	2.9	2.6	2.7	2.7	2.7	2.4	2.3
Midwest.....	2.1	2.0	1.9	2.1	2.2	2.3	2.1	2.1	2.4	2.3	2.1	2.0	1.7
West.....	2.3	2.0	2.3	2.4	2.6	2.6	2.6	2.7	2.8	2.8	2.7	2.8	2.2

¹ The job openings rate is the number of job openings on the last business day of the month as a percent of total employment plus job openings. The estimates are not seasonally adjusted.

NOTE: The States (including the District of Columbia) that comprise the census regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia,

Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

Table 2. Job openings levels¹ by industry and census region
(In thousands)

Industry and census region	Nov. 2001	Dec. 2001	Jan. 2002	Feb. 2002	Mar. 2002	Apr. 2002	May 2002	June 2002	July 2002	Aug. 2002	Sept. 2002	Oct. 2002	Nov. 2002
Total.....	3,014	2,820	2,915	3,030	3,188	3,258	3,455	3,247	3,462	3,493	3,374	3,227	2,826
INDUSTRY													
Total private.....	2,544	2,396	2,488	2,595	2,739	2,779	2,930	2,735	2,960	2,992	2,895	2,784	2,407
Mining.....	5	9	8	7	3	5	4	3	5	7	5	3	3
Construction.....	91	69	83	81	106	110	126	133	106	109	105	113	55
Manufacturing.....	183	167	205	226	233	249	278	279	280	295	258	222	195
Durable goods.....	94	92	110	132	134	142	157	165	165	173	132	123	110
Nondurable goods.....	88	75	95	94	99	107	121	113	115	122	126	99	85
Transportation and public utilities.....	132	102	116	107	120	137	132	99	121	138	115	111	113
Wholesale trade.....	84	69	105	109	139	113	115	147	128	117	111	81	89
Retail trade.....	575	484	448	481	558	547	576	545	667	642	658	723	524
Finance, insurance, and real estate..	177	189	182	191	209	195	189	194	179	192	170	170	173
Services.....	1,298	1,308	1,341	1,394	1,371	1,424	1,508	1,335	1,475	1,492	1,474	1,361	1,255
Government.....	470	424	427	434	449	479	525	512	502	501	479	443	419
Federal.....	54	46	37	54	59	52	65	47	55	57	52	42	50
State and local.....	416	378	389	381	390	426	460	465	447	444	427	401	369
CENSUS REGION													
Northeast.....	556	542	478	484	527	542	604	561	599	654	612	629	535
South.....	1,090	1,053	1,156	1,207	1,190	1,245	1,389	1,223	1,282	1,277	1,284	1,134	1,092
Midwest.....	694	643	612	649	713	727	692	682	757	738	681	649	550
West.....	674	582	668	690	759	744	769	781	824	823	796	815	649

¹ Job openings are the number of job openings on the last business day of the month. The estimates are not seasonally adjusted.

NOTE: The States (including the District of Columbia) that comprise the census regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi,

North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

Table 3. Hires rates¹ by industry and census region
(Percent)

Industry and census region	Nov. 2001	Dec. 2001	Jan. 2002	Feb. 2002	Mar. 2002	Apr. 2002	May 2002	June 2002	July 2002	Aug. 2002	Sept. 2002	Oct. 2002	Nov. 2002
Total	3.0	2.3	2.7	2.8	2.9	3.3	3.7	3.9	3.6	3.7	3.6	3.1	2.8
INDUSTRY													
Total private.....	3.4	2.6	3.0	3.1	3.3	3.7	4.1	4.3	3.9	3.9	3.9	3.4	3.1
Mining.....	1.5	1.8	5.2	2.1	3.6	2.6	5.8	4.0	3.7	3.5	2.8	1.7	1.6
Construction.....	4.3	3.2	4.9	4.7	5.2	6.5	6.4	7.0	6.1	5.3	6.0	5.4	3.9
Manufacturing.....	1.6	1.3	1.8	2.0	2.0	2.4	2.8	2.9	2.7	2.4	2.4	2.1	1.7
Durable goods.....	1.3	.9	1.7	2.0	2.2	2.3	2.6	2.8	2.3	2.3	2.3	2.0	1.7
Nondurable goods.....	2.0	1.9	1.9	1.9	1.9	2.4	3.0	2.9	3.3	2.6	2.6	2.2	1.8
Transportation and public utilities.....	2.8	1.8	2.1	2.1	2.1	3.1	2.5	2.5	2.6	2.8	3.1	2.1	2.2
Wholesale trade.....	1.9	1.5	2.0	1.8	2.2	2.3	2.7	3.1	3.1	2.9	2.6	1.9	1.8
Retail trade.....	5.5	4.1	3.6	3.9	4.4	4.9	5.7	5.6	5.2	5.7	5.6	5.5	5.4
Finance, insurance, and real estate..	2.1	1.5	1.7	2.1	2.0	2.0	2.7	2.5	2.4	2.1	2.2	1.6	1.9
Services.....	3.3	2.7	3.4	3.4	3.6	3.7	4.2	4.5	4.0	4.0	3.9	3.3	2.8
Government.....	1.2	1.0	1.4	1.1	1.0	1.1	1.5	2.1	1.8	2.5	2.2	1.5	1.4
Federal.....	1.6	1.4	1.2	1.3	1.1	1.1	1.6	2.2	1.2	.9	1.0	1.5	2.6
State and local.....	1.2	.9	1.4	1.0	1.0	1.1	1.5	2.1	1.9	2.7	2.4	1.5	1.2
CENSUS REGION													
Northeast.....	2.6	2.0	2.1	1.8	2.1	2.5	3.2	3.6	3.2	3.1	3.1	2.7	2.4
South.....	3.3	2.5	3.2	3.4	3.5	3.5	4.0	4.1	3.8	3.8	3.9	3.3	3.1
Midwest.....	2.9	2.2	2.3	2.5	2.6	3.5	3.8	3.9	3.3	4.0	3.5	2.8	2.5
West.....	3.0	2.5	3.0	2.8	3.0	3.3	3.5	3.9	4.0	3.8	3.9	3.3	3.0

¹ The hires rate is the number of hires during the entire month as a percent of total employment. The estimates are not seasonally adjusted.

NOTE: The States (including the District of Columbia) that comprise the census regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi,

North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

Table 4. Hires levels¹ by industry and census region
(In thousands)

Industry and census region	Nov. 2001	Dec. 2001	Jan. 2002	Feb. 2002	Mar. 2002	Apr. 2002	May 2002	June 2002	July 2002	Aug. 2002	Sept. 2002	Oct. 2002	Nov. 2002
Total	3,992	3,068	3,529	3,574	3,806	4,270	4,864	5,170	4,718	4,847	4,787	4,082	3,685
INDUSTRY													
Total private.....	3,728	2,862	3,234	3,345	3,584	4,026	4,530	4,722	4,347	4,345	4,319	3,757	3,388
Mining.....	8	10	29	12	20	15	33	22	21	20	16	9	9
Construction.....	292	212	303	286	321	414	422	477	420	365	407	364	256
Manufacturing.....	271	224	297	336	342	397	463	482	446	405	404	342	285
Durable goods.....	133	92	166	205	216	232	262	284	223	224	222	194	163
Nondurable goods.....	138	131	131	131	126	165	202	199	223	181	182	149	122
Transportation and public utilities.....	192	123	142	145	139	210	169	172	177	191	213	144	152
Wholesale trade.....	125	98	132	120	146	153	183	210	206	195	171	127	122
Retail trade.....	1,320	972	821	893	1,002	1,142	1,326	1,309	1,214	1,340	1,315	1,290	1,271
Finance, insurance, and real estate..	166	119	134	159	153	157	206	198	185	162	173	128	145
Services.....	1,354	1,104	1,378	1,395	1,463	1,538	1,727	1,851	1,678	1,668	1,621	1,354	1,148
Government.....	265	206	295	229	222	244	334	448	371	502	469	324	297
Federal.....	43	37	31	33	28	28	41	57	32	24	26	40	70
State and local.....	222	169	263	196	194	216	293	391	339	478	442	284	227
CENSUS REGION													
Northeast.....	668	508	523	456	528	622	821	904	817	782	792	697	618
South.....	1,531	1,150	1,466	1,549	1,607	1,597	1,863	1,894	1,759	1,747	1,779	1,538	1,431
Midwest.....	926	709	718	782	821	1,108	1,193	1,251	1,026	1,253	1,118	902	781
West.....	867	700	822	787	849	943	987	1,120	1,116	1,065	1,097	945	854

¹ Hires are the number of hires during the entire month.

The estimates are not seasonally adjusted.

NOTE: The States (including the District of Columbia) that comprise the census regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi,

North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

Table 5. Total separations rates¹ by industry and census region
(Percent)

Industry and census region	Nov. 2001	Dec. 2001	Jan. 2002	Feb. 2002	Mar. 2002	Apr. 2002	May 2002	June 2002	July 2002	Aug. 2002	Sept. 2002	Oct. 2002	Nov. 2002
Total	3.0	3.2	3.1	2.6	2.7	2.9	3.1	3.4	3.4	4.1	3.5	3.1	2.9
INDUSTRY													
Total private.....	3.5	3.7	3.5	3.0	3.1	3.3	3.4	3.6	3.8	4.5	3.9	3.5	3.3
Mining.....	3.2	3.0	3.7	3.3	3.9	2.7	2.3	3.3	3.0	3.9	3.9	3.2	2.3
Construction.....	7.0	7.3	5.0	5.5	5.3	4.6	4.8	5.6	5.1	6.7	5.6	6.6	6.1
Manufacturing.....	2.5	3.2	2.6	2.5	2.5	2.6	2.8	2.8	2.9	3.3	2.7	2.9	2.6
Durable goods.....	2.5	3.1	2.7	2.3	2.5	2.6	2.9	2.9	3.0	3.5	2.7	2.9	2.3
Nondurable goods.....	2.5	3.4	2.5	2.7	2.7	2.6	2.7	2.6	2.9	3.1	2.7	2.8	2.9
Transportation and public utilities.....	3.2	2.8	3.1	2.7	2.2	2.5	2.1	2.9	2.2	2.9	2.8	2.4	2.7
Wholesale trade.....	2.5	2.4	2.1	2.2	2.1	2.7	2.5	2.8	3.6	2.7	2.8	2.7	2.4
Retail trade.....	4.4	5.0	5.2	4.0	4.2	4.4	4.8	5.0	5.1	5.9	5.9	4.8	4.5
Finance, insurance, and real estate..	2.4	1.8	2.2	1.5	2.1	1.9	2.6	2.0	2.3	2.7	2.1	1.6	1.8
Services.....	3.1	3.2	3.1	2.6	2.8	3.3	3.2	3.5	3.7	4.6	3.6	3.1	3.0
Government.....	.8	1.0	1.0	.8	.9	1.0	1.3	1.9	1.5	2.2	1.8	1.1	1.1
Federal.....	1.3	2.0	1.6	1.1	1.3	1.2	1.2	1.4	1.0	1.4	1.1	1.0	1.1
State and local.....	.8	.8	.9	.8	.8	.9	1.3	1.9	1.6	2.3	1.9	1.1	1.0
CENSUS REGION													
Northeast.....	2.5	2.8	2.6	2.1	2.1	2.5	2.5	2.8	2.8	3.6	3.3	2.7	2.8
South.....	3.1	3.4	3.3	2.9	3.0	3.2	3.4	3.7	3.8	4.4	3.7	3.2	2.9
Midwest.....	3.1	3.4	3.0	2.3	2.6	2.5	2.9	3.3	3.0	4.2	3.3	3.1	2.6
West.....	3.4	3.1	3.2	2.8	2.9	3.2	3.2	3.4	3.8	4.0	3.9	3.3	3.3

¹ The separations rate is the number of total separations during the entire month as a percent of total employment.

The estimates are not seasonally adjusted.

NOTE: The States (including the District of Columbia) that comprise the census regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia,

Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

Table 6. Total separations levels¹ by industry and census region

(In thousands)

Industry and census region	Nov. 2001	Dec. 2001	Jan. 2002	Feb. 2002	Mar. 2002	Apr. 2002	May 2002	June 2002	July 2002	Aug. 2002	Sept. 2002	Oct. 2002	Nov. 2002
Total	4,014	4,265	3,944	3,366	3,514	3,791	4,037	4,435	4,455	5,372	4,653	4,055	3,848
INDUSTRY													
Total private.....	3,832	4,059	3,741	3,186	3,320	3,584	3,754	4,036	4,154	4,925	4,273	3,819	3,617
Mining.....	18	17	21	18	21	15	13	18	17	22	22	18	13
Construction.....	474	480	311	335	330	293	315	379	347	459	384	444	403
Manufacturing.....	432	552	434	415	427	431	468	475	488	555	451	480	426
Durable goods.....	257	320	266	232	246	256	285	294	293	345	265	286	226
Nondurable goods.....	175	233	168	183	181	175	183	181	195	210	186	194	200
Transportation and public utilities.....	221	197	208	185	148	169	146	195	147	196	192	163	180
Wholesale trade.....	166	164	141	147	137	178	164	190	241	184	188	179	160
Retail trade.....	1,054	1,209	1,206	914	959	1,008	1,120	1,187	1,201	1,385	1,365	1,118	1,063
Finance, insurance, and real estate..	183	143	171	118	165	144	200	154	176	212	163	125	137
Services.....	1,284	1,297	1,249	1,053	1,134	1,345	1,327	1,437	1,537	1,911	1,507	1,291	1,235
Government.....	182	207	203	180	195	206	283	399	301	447	380	236	231
Federal.....	34	51	41	27	35	30	31	37	26	38	28	25	30
State and local.....	148	156	162	153	160	176	252	362	275	409	352	211	200
CENSUS REGION													
Northeast.....	642	716	631	531	517	618	621	714	711	899	826	674	710
South.....	1,431	1,586	1,487	1,337	1,381	1,471	1,590	1,700	1,724	2,019	1,688	1,474	1,368
Midwest.....	975	1,085	936	722	793	792	915	1,054	939	1,316	1,047	972	835
West.....	966	879	890	776	824	909	911	967	1,081	1,138	1,092	934	935

¹ Total separations are the number of total separations during the entire month.

The estimates are not seasonally adjusted.

NOTE: The States (including the District of Columbia) that comprise the census regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi,

North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

Table 7. Quits rates¹ by industry and census region
(Percent)

Industry and census region	Nov. 2001	Dec. 2001	Jan. 2002	Feb. 2002	Mar. 2002	Apr. 2002	May 2002	June 2002	July 2002	Aug. 2002	Sept. 2002	Oct. 2002	Nov. 2002
Total	1.5	1.4	1.6	1.4	1.5	1.7	1.8	1.9	2.0	2.5	1.9	1.7	1.5
INDUSTRY													
Total private.....	1.7	1.6	1.8	1.6	1.7	1.9	2.0	2.1	2.2	2.7	2.2	1.9	1.6
Mining.....	1.1	.4	1.3	1.4	.8	.8	1.1	1.9	1.5	1.6	1.4	1.1	.8
Construction.....	1.8	1.4	1.7	1.9	2.0	2.0	1.9	2.1	2.5	2.7	2.3	1.9	1.5
Manufacturing.....	.8	.7	.9	1.0	1.1	1.2	1.3	1.3	1.4	1.8	1.3	1.1	.9
Durable goods.....	.7	.6	.8	1.0	.9	1.1	1.3	1.4	1.4	1.7	1.3	1.1	.8
Nondurable goods.....	1.0	.9	1.0	1.0	1.2	1.3	1.3	1.3	1.4	1.9	1.3	1.1	1.0
Transportation and public utilities.....	1.1	1.2	1.5	1.1	.9	1.3	1.3	1.3	1.1	1.9	1.4	1.4	1.1
Wholesale trade.....	1.2	1.1	1.2	1.1	1.2	1.5	1.3	1.7	1.7	1.7	1.3	1.4	1.1
Retail trade.....	3.0	2.9	2.9	2.7	3.0	3.1	3.4	3.5	3.4	4.3	3.9	3.3	2.9
Finance, insurance, and real estate..	1.0	.9	1.2	.9	1.3	1.3	1.5	1.3	1.3	1.7	1.2	1.1	.9
Services.....	1.6	1.6	1.8	1.5	1.6	1.8	2.0	2.0	2.2	2.7	2.0	1.8	1.6
Government.....	.5	.5	.5	.5	.5	.5	.6	.8	.7	1.0	.6	.5	.5
Federal.....	.8	.7	.8	.6	.7	.5	.6	.5	.5	.8	.4	.4	.5
State and local.....	.5	.4	.5	.5	.5	.5	.6	.9	.7	1.1	.7	.5	.5
CENSUS REGION													
Northeast.....	1.2	1.2	1.2	1.1	1.1	1.2	1.4	1.6	1.6	1.9	1.7	1.5	1.2
South.....	1.7	1.6	1.7	1.7	1.8	2.0	2.0	2.2	2.2	2.8	2.1	1.9	1.6
Midwest.....	1.4	1.5	1.6	1.2	1.4	1.4	1.7	1.8	1.7	2.4	1.7	1.5	1.3
West.....	1.5	1.4	1.6	1.6	1.6	1.8	1.9	2.0	2.2	2.6	2.0	1.7	1.5

¹ The quits rate is the number of quits during the entire month as a percent of total employment. The estimates are not seasonally adjusted.
NOTE: The States (including the District of Columbia) that comprise the census regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi,

North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

Table 8. Quits levels¹ by industry and census region
(In thousands)

Industry and census region	Nov. 2001	Dec. 2001	Jan. 2002	Feb. 2002	Mar. 2002	Apr. 2002	May 2002	June 2002	July 2002	Aug. 2002	Sept. 2002	Oct. 2002	Nov. 2002
Total	1,982	1,906	2,026	1,844	1,989	2,167	2,383	2,539	2,550	3,215	2,524	2,206	1,915
INDUSTRY													
Total private.....	1,874	1,805	1,920	1,743	1,881	2,063	2,247	2,360	2,415	3,010	2,389	2,095	1,800
Mining.....	6	2	7	8	5	4	6	11	8	9	8	6	5
Construction.....	118	88	104	118	122	127	125	146	174	186	157	131	99
Manufacturing.....	137	125	149	171	177	198	211	225	239	297	216	181	148
Durable goods.....	69	61	82	100	94	109	125	139	141	170	128	108	80
Nondurable goods.....	67	64	68	71	83	88	86	86	98	127	87	72	67
Transportation and public utilities.....	79	84	99	77	61	87	87	90	78	127	94	95	77
Wholesale trade.....	80	77	82	72	82	97	89	117	117	116	87	92	72
Retail trade.....	725	705	670	615	676	723	790	823	802	1,010	912	778	680
Finance, insurance, and real estate..	80	68	91	69	103	98	118	98	100	135	90	83	70
Services.....	649	655	716	614	656	729	822	850	897	1,130	826	728	648
Government.....	108	101	106	101	108	104	136	179	134	205	135	111	116
Federal.....	21	19	19	15	19	13	15	13	12	20	11	11	14
State and local.....	87	82	87	86	89	91	121	166	122	185	124	100	102
CENSUS REGION													
Northeast.....	312	301	294	273	261	297	359	397	391	474	428	377	297
South.....	788	744	786	762	827	908	943	1,023	1,007	1,268	976	876	765
Midwest.....	443	469	503	372	451	446	530	557	538	743	541	475	426
West.....	439	392	444	438	449	516	551	562	613	729	579	478	427

¹ Quits are the number of quits during the entire month.

The estimates are not seasonally adjusted.

NOTE: The States (including the District of Columbia) that comprise the census regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi,

North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

Table 9. Layoffs and discharges rates¹ by industry and census region
(Percent)

Industry and census region	Nov. 2001	Dec. 2001	Jan. 2002	Feb. 2002	Mar. 2002	Apr. 2002	May 2002	June 2002	July 2002	Aug. 2002	Sept. 2002	Oct. 2002	Nov. 2002
Total	1.4	1.5	1.2	1.0	1.0	1.0	1.0	1.2	1.1	1.4	1.4	1.2	1.2
INDUSTRY													
Total private.....	1.6	1.8	1.4	1.1	1.1	1.2	1.2	1.3	1.3	1.5	1.4	1.4	1.4
Mining.....	1.8	2.5	1.4	1.7	1.7	1.6	.8	.9	1.0	2.0	2.0	1.6	1.0
Construction.....	5.0	5.8	3.2	3.4	3.1	2.4	2.6	3.3	2.4	3.7	3.1	4.2	4.3
Manufacturing.....	1.6	2.2	1.4	1.3	1.3	1.1	1.2	1.2	1.2	1.2	1.2	1.5	1.5
Durable goods.....	1.7	2.3	1.5	1.1	1.3	1.2	1.3	1.3	1.2	1.4	1.2	1.5	1.3
Nondurable goods.....	1.4	2.2	1.2	1.5	1.2	1.0	1.2	1.2	1.2	1.0	1.2	1.5	1.7
Transportation and public utilities.....	1.7	1.3	1.3	1.4	1.1	1.0	.6	1.3	.8	.8	1.2	.7	1.2
Wholesale trade.....	1.2	1.1	.7	.8	.7	1.1	1.0	.9	1.7	.9	1.0	1.1	1.2
Retail trade.....	1.3	1.8	2.1	1.1	1.1	.9	1.2	1.2	1.2	1.3	1.7	1.3	1.3
Finance, insurance, and real estate..	1.1	.6	.7	.6	.4	.4	.9	.5	.8	.8	.7	.4	.7
Services.....	1.3	1.3	1.1	.8	1.0	1.2	1.0	1.2	1.3	1.6	1.4	1.2	1.2
Government.....	.2	.3	.2	.2	.2	.3	.4	.6	.5	.9	.9	.3	.3
Federal.....	.2	.6	.4	.1	.3	.4	.3	.7	.4	.4	.5	.4	.4
State and local.....	.2	.2	.2	.2	.2	.3	.4	.6	.5	.9	1.0	.3	.3
CENSUS REGION													
Northeast.....	1.0	1.4	1.2	.8	.8	1.0	.9	1.0	1.0	1.4	1.3	.9	1.4
South.....	1.2	1.5	1.3	1.0	1.0	1.0	1.2	1.2	1.3	1.3	1.3	1.1	1.0
Midwest.....	1.5	1.7	1.2	.9	.9	.9	.9	1.3	1.0	1.5	1.3	1.3	1.1
West.....	1.7	1.5	1.3	1.1	1.1	1.2	1.0	1.2	1.2	1.2	1.5	1.4	1.6

¹ The layoffs and discharges rate is the number of layoffs and discharges during the entire month as a percent of total employment.

The estimates are not seasonally adjusted.

NOTE: The States (including the District of Columbia) that comprise the census regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia,

Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

Table 10. Layoffs and discharges levels¹ by industry and census region
(In thousands)

Industry and census region	Nov. 2001	Dec. 2001	Jan. 2002	Feb. 2002	Mar. 2002	Apr. 2002	May 2002	June 2002	July 2002	Aug. 2002	Sept. 2002	Oct. 2002	Nov. 2002
Total	1,786	2,005	1,590	1,242	1,247	1,324	1,350	1,554	1,494	1,783	1,775	1,555	1,646
INDUSTRY													
Total private.....	1,743	1,944	1,542	1,205	1,204	1,259	1,266	1,425	1,399	1,609	1,582	1,487	1,571
Mining.....	10	14	8	10	9	9	5	5	6	11	11	9	6
Construction.....	336	381	197	208	195	155	174	225	168	255	209	287	285
Manufacturing.....	270	384	235	212	214	191	208	208	203	210	198	257	244
Durable goods.....	173	232	153	113	132	122	126	129	122	141	114	151	131
Nondurable goods.....	97	152	82	99	82	69	81	79	81	69	85	106	113
Transportation and public utilities.....	117	92	89	94	72	71	43	87	52	52	82	50	82
Wholesale trade.....	82	77	50	50	48	71	67	58	111	60	65	76	77
Retail trade.....	299	429	476	248	245	219	280	285	275	307	399	294	314
Finance, insurance, and real estate..	82	44	50	44	31	34	71	42	60	62	56	34	52
Services.....	548	524	435	341	391	510	419	514	524	652	562	481	511
Government.....	43	61	48	37	42	65	84	129	95	174	193	68	75
Federal.....	5	16	9	3	8	11	8	19	9	10	12	11	12
State and local.....	38	45	39	34	34	53	76	110	85	164	181	57	64
CENSUS REGION													
Northeast.....	267	356	288	206	197	258	222	252	246	351	325	234	364
South.....	561	708	584	461	465	458	537	569	587	614	606	498	480
Midwest.....	479	525	365	279	277	278	296	403	324	468	420	423	354
West.....	478	415	354	296	308	329	295	330	337	350	424	402	449

¹ Layoffs and discharges are the number of layoffs and discharges during the entire month. The estimates are not seasonally adjusted.
NOTE: The States (including the District of Columbia) that comprise the census regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi,

North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

Table 11. Other separations rates¹ by industry and census region
(Percent)

Industry and census region	Nov. 2001	Dec. 2001	Jan. 2002	Feb. 2002	Mar. 2002	Apr. 2002	May 2002	June 2002	July 2002	Aug. 2002	Sept. 2002	Oct. 2002	Nov. 2002
Total	0.2	0.3	0.3	0.2	0.2	0.2	0.2	0.3	0.3	0.3	0.3	0.2	0.2
INDUSTRY													
Total private.....	.2	.3	.3	.2	.2	.2	.2	.2	.3	.3	.3	.2	.2
Mining.....	.4	.1	1.0	.2	1.4	.3	.3	.4	.4	.3	.6	.6	.5
Construction.....	.3	.2	.2	.2	.2	.2	.3	.1	.1	.3	.3	.4	.3
Manufacturing.....	.1	.3	.3	.2	.2	.3	.3	.2	.3	.3	.2	.3	.2
Durable goods.....	.1	.3	.3	.2	.2	.3	.3	.3	.3	.3	.2	.3	.1
Nondurable goods.....	.1	.2	.3	.2	.2	.3	.2	.2	.2	.2	.2	.2	.3
Transportation and public utilities.....	.4	.3	.3	.2	.2	.2	.2	.3	.3	.3	.2	.2	.3
Wholesale trade.....	.1	.2	.1	.4	.1	.2	.1	.2	.2	.1	.5	.2	.2
Retail trade.....	.1	.3	.3	.2	.2	.3	.2	.3	.5	.3	.2	.2	.3
Finance, insurance, and real estate..	.3	.4	.4	.1	.4	.2	.1	.2	.2	.2	.2	.1	.2
Services.....	.2	.3	.2	.2	.2	.3	.2	.2	.3	.3	.3	.2	.2
Government.....	.1	.2	.2	.2	.2	.2	.3	.4	.4	.3	.2	.3	.2
Federal.....	.3	.6	.5	.4	.3	.2	.3	.2	.2	.3	.2	.2	.2
State and local.....	.1	.2	.2	.2	.2	.2	.3	.5	.4	.3	.3	.3	.2
CENSUS REGION													
Northeast.....	.2	.2	.2	.2	.2	.3	.2	.3	.3	.3	.3	.3	.2
South.....	.2	.3	.3	.3	.2	.2	.2	.2	.3	.3	.2	.2	.3
Midwest.....	.2	.3	.2	.2	.2	.2	.3	.3	.2	.3	.3	.2	.2
West.....	.2	.3	.3	.2	.2	.2	.2	.3	.5	.2	.3	.2	.2

¹ The other separations rate is the number of other separations during the entire month as a percent of total employment.

The estimates are not seasonally adjusted.

NOTE: The States (including the District of Columbia) that comprise the census regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia,

Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

Table 12. Other separations levels¹ by industry and census region
(In thousands)

Industry and census region	Nov. 2001	Dec. 2001	Jan. 2002	Feb. 2002	Mar. 2002	Apr. 2002	May 2002	June 2002	July 2002	Aug. 2002	Sept. 2002	Oct. 2002	Nov. 2002
Total.....	246	354	328	280	278	300	304	342	411	374	354	294	287
INDUSTRY													
Total private.....	215	310	280	237	234	262	241	251	340	306	302	236	247
Mining.....	2	1	5	1	8	2	2	2	2	2	3	3	3
Construction.....	19	10	10	10	14	11	17	8	5	19	18	26	19
Manufacturing.....	26	44	49	32	36	43	50	42	46	49	37	42	34
Durable goods.....	15	27	32	19	20	25	34	27	30	35	23	26	15
Nondurable goods.....	10	16	18	13	16	18	16	15	16	14	14	16	20
Transportation and public utilities.....	26	21	20	15	14	12	16	18	17	18	16	17	20
Wholesale trade.....	4	10	10	25	7	10	8	15	13	8	36	11	11
Retail trade.....	30	75	59	51	38	66	50	80	124	68	55	45	69
Finance, insurance, and real estate..	22	31	29	5	31	12	11	13	16	15	17	9	15
Services.....	86	119	98	98	87	107	87	74	116	129	119	82	76
Government.....	31	45	48	42	44	38	64	91	72	68	52	57	40
Federal.....	8	16	12	9	7	6	8	5	4	8	5	4	5
State and local.....	23	29	36	33	37	32	55	86	67	61	47	53	35
CENSUS REGION													
Northeast.....	63	59	49	53	59	63	41	65	74	74	72	64	49
South.....	81	133	118	114	89	104	110	108	129	137	107	100	123
Midwest.....	52	90	68	71	65	68	89	94	77	104	86	75	55
West.....	49	72	92	42	66	64	64	76	131	59	88	55	59

¹ Other separations are the number of other separations during the entire month.
The estimates are not seasonally adjusted.

NOTE: The States (including the District of Columbia) that comprise the census regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi,

North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.